



Maintaining Member Motivation


 Dial: 877-853-5257
 Webinar ID: 926-465-688
 


Today's Speaker

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Session Goals

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- Examine and identify key factors that contribute to member demotivation.
- Develop strategies and techniques to minimize member demotivation factors.

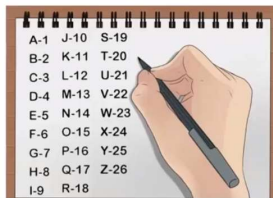
Agenda

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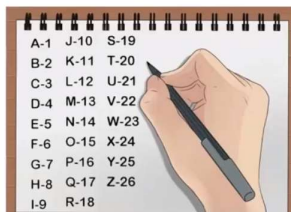
- Motivation and what challenges it
- Motivational models and theories
- Key conditions that contribute to motivation
- Four guiding principles of motivation
- Practical application

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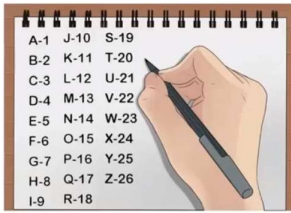
S K I L L S = ?

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A P T I T U D E

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K N O W L E D G E

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A T T I T U D E

Motivation and What Challenges It

Motivation

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At the beginning...



Inner desire to perform and achieve is **very high**

AP/TITUDE

Later...



Inner desire to perform and achieve is **suppressed**

AP/ TITUDE



Maintaining motivation...

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...is really about how to avoid demotivating your members.

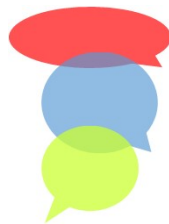


Chat Discussion

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What are some reasons your members lose their motivation or become demotivated?



What demotivates people?

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Five Key Reasons for Employee Demotivation



5 Reasons for Demotivation

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- Lack of direction
- Lack of resources
- Lack of knowledge
- Lack of respect/dignity
- Lack of engagement

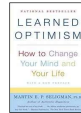
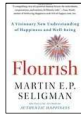
Models of Motivation

PERMA Model

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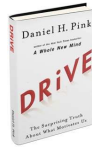
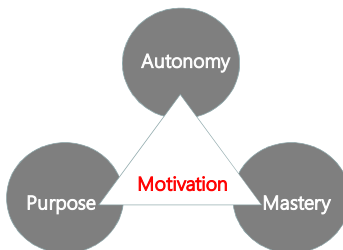


Positive emotion
Engagement
Relationships
Meaning
Accomplishment



Daniel Pink

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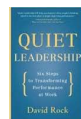
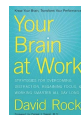


SCARF Model

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Status
Certainty
Autonomy
Relatedness
Fairness



Key Conditions for Motivation

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What are the key conditions that support motivation?

7 A Formula

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1. Autonomy
2. Abilities-driven
3. Alignment with life purpose
4. Active engagement
5. Accomplishment
6. Advancement
7. Acknowledgement



DRIVE

SCARF

How can we provide these key conditions for our VISTAs in an intentional way ?

Chat: How to apply this?

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What strategies can we apply to promote the condition of

1. **Autonomy**
2. **Abilities-driven**
3. **Alignment with life purpose**
4. **Active engagement**

for our VISTAs?



Autonomy

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- Opportunity for involvement and ownership
- Opportunities for member input
- Member as spokesperson
- Decision-maker and problem-solver
- Creative and self-directing

Abilities-driven

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- Opportunity to use one's strengths and skills
- Strengths/ talents/ skill recognition
- Strengths/ talents/ skill utilization - within the VISTA Assignment Description
- Strengths/ talents/ skill utilization - outside the VISTA Assignment Description
- Strengths applied to enhance project outcomes

Alignment w/Life Purpose

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- Connect project outcomes/activities to personal goals
- Long-term personal/professional goals
- Project opportunities → life passions
- Learning opportunities → life goals
- Social connections → life goals and passions

Active engagement

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- Opportunity to act/perform
- Action-oriented and meaningfully challenging
- "Knowledge Broker" among the stakeholders
- Input solicitation or VISTA Assignment Description/project enhancement
- Project progress presenter
- Coach/model leadership opportunities

Chat: How to apply this?

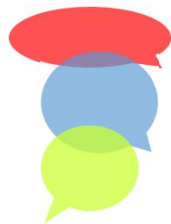
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What strategies can we apply to promote the conditions of

5. Accomplishment
6. Advancement
7. Acknowledgement

for our VISTAs?



Accomplishment

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- Opportunity to complete project/VISTA Assignment Description tasks successfully
- Clear project purpose and directions
- SMART-based VISTA Assignment Description objectives
- Realistic and achievable short-term outcomes
- Knowledge/skills/resources equipped

Advancement

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- Opportunity to grow personally and professionally
- Member's development/training needs
- New knowledge/skills opportunities
- Address improvement needs
- Next-level strive

Acknowledgement

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- Opportunity to be recognized and appreciated
- Collaborative/regular project progress reviews
- Positive outcomes/successes acknowledgement
- Accomplishments recognition (small and big)
- Credit for the good work

4 Guiding Principles of Motivation

Guiding Principles

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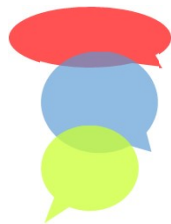
- 1. Know your members as individuals beyond their technical role**
Do you know what energizes each individual, their personal and professional goals, expectations, values, styles, preferences, hot buttons...?
- 2. Use an individualized leading approach with each member**
Get rid of "one size fits all" mentality
- 3. Begin fixing the work environment** – *Replace the question "What's wrong with this person?" with "What's making this person behave this way?"*
- 4. Be genuine with your efforts, have trust, and believe in your members** – *Counter self-fulfilling prophecy; people can change their behaviors*

Chat: How to apply this?

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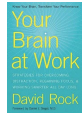
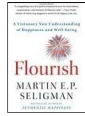
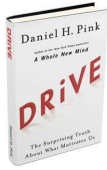
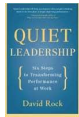
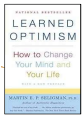


How can you apply what we have reviewed and discussed?



Additional Resources

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Thank you!



To handle yourself, use your head;
to handle others, use your heart.
-Eleanor Roosevelt





Thank you for your leadership!